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73-74

AGREEMENT, BETWEEN THE BOROUGH OF RINGWOOD AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO, LOCAL 1960.

PREAMBLE

The welfare of Ringwood Borough and its employees is dependent largely upon the services which the Borough renders. Improvements in this service and economy in operating and maintaining expenses are promoted by willing co-operation between the employer and the union, and upon each employee, to render honest and efficient and economical service. The spirit of co-operation between the employer and the union and the employees represented thereby, being essential to the efficient operation, all parties will so conduct themselves to promote this spirit.

ARTICLE I - RECOGNITION

Section I

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for: all of its employees in the classifications listed under Appendix A attached hereto and by reference made a part hereof and for such additional classifications as the parties may later agree to include.

Section II

The bargaining unit shall include:

- (a) Any maintenance, custodial employee, and the clerical employees, the building inspector and assistant building inspector of the Borough who hold union membership.
- (b) Nothing herein shall preclude the expansion of this bargaining unit.

Section III

Agreements reached between the parties of this contract shall become effective only when after council resolution approving same, it is signed by the Mayor of the Borough of Ringwood and after approval by the union membership and the authorized representative of Council, American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II - SENIORITY

Section I

- (a) New employees not subject to Civil Service examination shall not be entitled to seniority rights but shall be subject to the other requirements, benefits and all other portions of the within agreement. Any employee subject to Civil Service examination shall be temporary, subject to certification and permanent appointment by the employer.
- (b) All employees not subject to Civil Service examination shall be permanent employees after they have worked four months (120 days). Probationary period shall be considered part of the seniority time.
- (c) Part-time employees shall have no seniority.
- (d) Test to be advertised for all job classifications within a 120 day period. If temporary is serving on a full-time job, the Borough Clerk is to require Civil Service to schedule examination therefor.

Section II

The Employer shall establish a seniority list annually and a copy shall be made available to the secretary of the Union.

Section III

When a vacancy or new position exists, positions shall be filled by:

- (a) Employees from Civil Service lists if they are available and/or in order of seniority, provided they are qualified. If a person fails to qualify, he shall be entitled to return to his old position without loss of pay or seniority within ninety (90) days.
- (b) Vacant or new positions shall be posted for a period of at least five (5) working days.
- (c) When a job opening is posted, employees who are out on authorized sick leave, compensation or vacation, shall be notified by their steward and the steward shall have the right to sign by proxy.
- (d) Qualifications shall be determined by the Employer subject to the Grievance procedure.

Section IV

Transfer of employees between duties may be made by the appointing authority with due regard to the welfare of the employees.

ARTICLE III - HOURS OF WORK

Section I

- (a) The basic work week for all Road Department Employees shall consist of 40 hours, five (5) consecutive days, eight (8) hours per day each Monday to Friday inclusive. The work day shall start at 7 a.m. and end at 3:30 p.m. There shall be a half-hour (1/2 hour) lunch period.

Borough Hall employees work week shall consist of thirty-five (35 hours), five (5) consecutive days, seven (7) hours per day each Monday to Friday inclusive. The work day shall start at 9:00 a.m. and end at 5:00 p.m. There shall be a one (1) hour lunch period. The Custodian and Police Clerk shall continue as is now in practice. Any Employee in Road Department or Borough Hall required to work more than eight (8) hours or seven (7) hours in any one day shall be paid for such overtime at the rate of 1 1/2 times his or her hourly rate. Any employee, road department or borough hall, required to work more than 40 hours or 35 hours in any 5 day period shall be paid for such overtime at the rate of 1 1/2 times his or her hourly rate. If sickness occurs on work day employee will be paid overtime pay if called on Saturday, or Sunday, or Holiday only while he or she has sick days to his or her credit.

Employees must work the day before and the day after a holiday in order to be paid for the holiday. Time clock to be installed for Borough Hall Employees with the requirement to clock in and out for lunch. Employees must take their lunch period, no one may work through lunch period and go home early.

- (b) Overtime shall be distributed as equitably as possible among the employees of the Borough. Overtime work shall be computed at one and one half times the employee's current hourly rate. Employees called in to work for any of the emergency conditions shall have their compensation computed at time and one-half (1 1/2) their current hourly rate, and shall be paid a minimum of four (4) hours, except when a general emergency occurs.

- (b) When employee is called in for emergency condition on a Sunday he shall receive (2) times his hourly rate for the 4 hours minimum. When called in for emergency condition on a holiday, he shall receive 2 1/2 times hourly rate for 4 hours minimum.
- (c) Overtime records shall be maintained by the various departments with adjustments posted twice per year, and shall begin anew each January 1st.
During an emergency, all Road Department Employees shall be called before any relief drivers are called. Any Road Department Employee capable of driving shall be used as such, before relief drivers are called.
- (d) For the purpose of this contract, emergency is defined as a condition which necessitates corrective action immediately and which requires that employees be called back to work prior to or after their regular scheduled starting time.
- (e) Employees shall work overtime when requested to do so, if possible, and failure to work as requested will result in the employee being charged with the overtime hours on the overtime distribution records.
- (f) Initial assignment of overtime will be based on the most senior employee being offered the first assignment, and thereafter assignments shall be on a rotating basis as per title seniority.
- (g) Half hour meal time to be paid for when working all night or during snow storms or an emergency, except Regular Time which is to remain same as at present.

Section II

Time and one-half shall be paid any employee for any hours other than those of his or her regular work week, (8 hour day, 40 hour week). Borough Hall employees to be paid one and one-half time hourly rate for any hours other than those of his or her regular work week (7 hour day, 35 hour week); however, no overtime to be worked unless authorized by the governing body.

Double time (2) times rate hourly pay should be paid for working on a Sunday. An Employee who works on a paid holiday should receive in addition to pay for said Holiday - 1 1/2 time regular pay.

Section III

If paid holiday should fall on vacation day, employee should be compensated with additional day attached to vacation schedule.

ARTICLE IV - GRIEVANCE PROCEDURE

All grievances must be received within twenty (20) days; otherwise grievance will be considered closed.

Employees must make a choice as to who will represent them, Civil Service or Union. If any employee chooses arbitration, he or she must waive his or her right to appeal to Civil Service in writing.

Section I

Step I (a) An employee with a complaint, and/or his steward should within five days first discuss the matter with his foreman. In this discussion the persons involved shall make an earnest effort to resolve the matter. The foreman shall make whatever additional investigation is necessary and shall give his answer as soon as practicable, but within one working day. It is agreed that most complaints should be settled at this step.

- Step 2 (a) If the decision at Step 1 is not satisfactory to the employee, he shall appeal, in writing to the employer in charge within ten (10) working days after receiving the decision of Step 1. Upon receipt of such an appeal, the employer in charge will investigate the grievance and make an effort to resolve it to the satisfaction of all parties. Prior to denying any grievance at this step, the aggrieved employee and/or his representative shall be afforded the right to meet and discuss the grievances with the employer in charge. The decision of the employer will be made, but not later than ten working days (10) after receipt of appeal from Step 1.
- Step 3 (a) If decision of Step 2 is not satisfactory to employee he shall appeal in writing with representative to Mayor and Council within five days requesting a special meeting to the Mayor and Council where said grievance will be read. An earnest effort to resolve by this step shall be made. If no decision is reached however, then at the following council meeting said grievance shall be resolved.
- Step 4 (a) An employee's grievance will be considered settled upon his written request, or when the complainant ceases to be a regular employee of the borough by resignation, or when time limit to appeal to the next step expires. If the employer fails to answer within the prescribed time limit, the grievance will automatically go to the next step.

ARBITRATION

Section II

- (a) If the Union is dissatisfied with the result of the final stage of the grievance procedure, the Union may petition for arbitration of the New Jersey Board of Mediation, and the decision of the arbitrator shall be binding upon the parties.
- The selection of the arbitrator and arbitration proceedings shall be subject to the rules of the New Jersey State Board of Mediation, but in no way will aggrieved party be denied any rights or remedies which he may have under Civil Service statutes or regulations.
- (b) The arbitrator's fee and expenses will be borne equally by the parties to this agreement. The employer and the Union shall also share equally the expenses of any and all mutually agreed-upon services considered desirable or necessary in connection with the proceedings.
- (c) The arbitrator (s) selected in accordance with the procedure described in Section II (a) of this Article shall conduct a hearing at which the facts and arguments relating to the dispute shall be heard.
- (d) The written award of the arbitrator shall be final and binding upon the parties.

ARTICLE V - LEAVE, VACATION & HOLIDAYS

Section I

All employees shall receive thirteen and one-half (13-1/2) paid holidays in 1973 and fourteen (14) paid holidays in 1974. These are: New Year's Day; Lincoln's Birthday; Washington's Birthday; Good Friday; Memorial Day; July Fourth; Labor Day; Election Day; Veteran's Day; Thanksgiving Day; Day after Thanksgiving; Day before Christmas; Christmas Day; one-half day New Year's Eve in 1973 and all day New Year's Eve in 1974. It was specifically noted that there are to be no parties held on borough time.

If a paid holiday falls on a Saturday, the preceding Friday shall be considered a holiday. If the holiday falls on a Sunday, the following Monday shall be considered the holiday.

Section II

Earned vacation leave shall be taken annually unless the duties of a particular employee prohibits him or her from taking such leave in which case vacation leave may be accumulated upon approval of the Employer or his authorized delegate for a period not in excess of thirty (30) working days.

All full-time permanent employees shall be entitled to vacations in accordance with the following schedule:

	<u>Number of Vacation Days</u>
First Year through 6 years-----	12
1 Day after 6th Year to 10th-----	15
1 Day after 10th Year to 15th-----	19
1 Day after 15th Year-----and over-----	22

Section III

If employee is subpoenaed to court as witness or juror, he shall receive time needed to attend court.

Section IV - Death Leave

In the event of death in the immediate family --- immediate family shall mean father, mother, sister, brother, husband, wife, child, mother-in-law, father-in-law, grandmother, grandfather, brother-in-law, sister-in-law, where such relative is the actual sister or brother of the spouse or other relative who is an actual member of the household, the number of days leave granted with pay for this purpose shall not be charged to sick leave and shall be as follows: 3 days leave In-State (includes Saturdays, Sundays, Holidays).

If funeral is out of town/State, employee must bring back newspaper clipping...Without clipping, employee will be docked. Also, the days allowed include Saturdays, Sundays, Holidays:-

450 to 600 mile radius = 4 days death leave
600 miles and over = 5 days death leave

Section V - Sick Leave

- (a) Sick leave shall be earned by each employee at the rate of one (1) working day for each calendar month of service and therefore not to exceed fifteen (15) working days in any twelve (12) months.
- (b) Sick leave shall be considered to be the absence from duty with pay of employees for the following reasons:

1. Illness or injury, except where directly traceable to employment by an employer other than the Borough and where illness or injury is compensable under State Law.
 2. For medical or dental examination or treatment for which arrangements cannot be made outside of working hours.
 3. When exposure to contagious disease endangers the health of other employees as shall be determined by the Board of Health of the Borough.
 4. When a member of the immediate family of the employee is critically ill or disabled, creating an emergency which requires the personal attention of the employee.
- (c) Sick leave earned in any month of service shall be available at any time during any subsequent month.
- (d) Sick leave with pay in excess of the leave accumulated to a permanent employee's credit may be granted in advance by the appointing Authority in charge.
- (e) All unused sick leave of any employee during continuous employment may be accumulated without maximum.
- (f) Sick leave shall continue to accumulate during time employee is on paid status, leaves of absence with pay and during the time an employee is on authorized sick leave or vacation time.
- (g) There shall be maintained a record for each employee of all sick leave taken and accumulated.
- (h) During the effective period of this contract, a satisfactory method of informing individual employees of accumulated sick leave shall be established.
- (i) Three (3) personal days, exclusive of funeral days, to be taken as needed out of 15 days sick time at the discretion of management.

ARTICLE VI - JOB CONDITIONS

Section I - Union Activities

- (a) Union activities shall be carried on in such a manner so as not to disrupt operations; however, this provision is not intended to exclude Grievance Procedure.
- (b) The Union shall notify the Employer in charge of the names of current Union officers and the steward(s) responsible for processing grievances.
- (c) Employees engaged in normal Union activities such as grievance or negotiation meetings shall not have their pay suspended. Stewards and/or officers shall have the right to process and represent an employee with a grievance or problem at start of each work day. Employees shall notify their department head in advance of such meetings.

Section II

- (a) Employees allowed time to wash and put tools away.
- (b) The employer without cost to employee shall provide uniforms for all Road Department employees, in addition to gloves and safety equipment. Individual lockers shall also be provided. Uniforms: 2 shirts and pants a week except Mechanics who shall have 4 sets per week; no jackets. Said employees must sign statement to pay for any "loss" and to authorize the Borough of Ringwood to deduct such "loss" from their pay. Shop Steward to be called first on any overtime and he calls the men in rotation of seniority to insure equal distribution of overtime. SAFETY MAN: Willie Arnau.
- (c) Employer to provide Medical Supplies and Cot for Borough Hall Employees.

Section III

- (a) Supervisors shall not work overtime in non-supervisory capacity while non-supervisory employee is available.

Section IV - Classifications

The qualifications, duties and responsibilities of every position shall be clearly defined and set forth in writing. When a question arises as to the interpretation of a duty or requirement in any position, it shall be processed through the Grievance Procedure. An employee working out of title shall be compensated at minimum salary for the title in which he is working, if same is at a higher rate, but in no instance at a lower rate than his regular salary.

ARTICLE VII -- REMUNERATION

Section I

Salaries during the term of this agreement shall be as set forth in Schedule A attached hereto and made a part hereof. All salaries set forth in said schedule shall be retroactive until January 1st inclusive of any overtime. Salaries during the second year of this agreement, to be governed by ordinance prospectively to be adopted, shall be increased as hereinafter agreed.

ADDENDUM TO AGREEMENT

It is further stipulated and agreed that commencing January 1, 1970 there shall be an automatic monetary adjustment for all employees covered by this agreement of 5¢ per hour with an additional 5¢ per hour every three months until each employee shall meet the maximum rate applicable for his category as set forth in salary ordinances describing the categories.

It is further agreed that in the event that employees are asked to perform duties which are not part of their present duties as designated by Civil Service, or if some new or additional duties are to be assigned to them, the Employer and the Union shall negotiate the new or additional duties and any compensation to which the employees shall be entitled by virtue of such additional duties.

Laborers who work on garbage trucks shall be paid maximum rates for laborers as per the schedule attached hereto.

On a Two Year Contract

For the year 1973, all Borough Employees' salaries shall be increased 6% per hour plus 5¢ per hour every three months for those who have not reached their maximum rate of pay.

Second year, 1974, increase shall be 7% per hour plus 5¢ per hour every three months for those who have not reached their maximum rate of pay.

~~It is further stipulated that should the Governor sign the legislation to pay accumulated sick time at 50%, then this contract shall be opened to negotiate for these benefits for the year 1974.~~

Plus Longevity...

LONGEVITY

Longevity to be paid in a lump sum once a year with the first payroll in December:

1 to 5 years -----	-0-
6th year -----	\$ 60.00 Per Year
11th Year -----	\$120.00 Per Year
16th Year -----	\$180.00 Per Year
21st Year -----	\$240.00 Per Year
26th Year -----	\$300.00 Per Year

Section II - Hospitalization

- (a) Prudential Hospitalization Insurance covering both hospital confinement and medical and surgical benefits under a major medical plan shall be furnished for all employees in accordance with proposal furnished during the course of negotiations between the parties, which plan shall provide for surgical benefits up to \$450.00 as scheduled, with maximum benefit of \$20,000.00. A detailed copy of said plan shall be furnished to the Union within 30 days after the signing of the within agreement.
- (b) Prudential Hospitalization coverage to include In/and/Out Patient Hospital coverage \$75.00, eye examinations and glasses for entire family, provided such benefits shall be limited to the benefits contained in proposal which shall be furnished to the Union within 30 days after the signing of the within agreement.

ARTICLE VIII - STRIKES

Union acknowledges that the employees of the Employer, or Borough, which it represents, are not entitled to strike, slow-down or to take any other collective action to disable the Employer in the discharge of its statutory and governmental duties, and Union agrees that such action would constitute a material breach of this agreement. Nothing contained in this agreement shall be construed to limit or restrict the Employer in its right to seek and obtain such judicial relief as it may be entitled to have, in law or in equity, for injunction or damages or both in the event of such breach. It is further agreed that participation in any such illegal activity by any employee represented by the Union shall constitute sufficient ground for termination of the employment of such employee or employees. The Employer agrees that it will not during the term of this agreement engage in any unlawful lockout or shut-down.

Since adequate grievance procedures are provided, Union agrees it will not engage in, encourage, sanction or suggest strikes,

slow-downs, mass resignation or mass absenteeism or other similar action which would involve suspension of work that may disturb or interfere with the orderly operation of the department.

MANAGEMENT RIGHTS CLAUSE

The employer shall have control of its operations and not be interfered with by the Union. The employer shall exclusively determine all matters concerning location of fire stations, plant structures, manpower requirements, training, and all other matters necessary to the operation of its departments except such rights as are restricted by this agreement.

The employer shall dictate what the employees functions shall be and the provisions of this agreement shall be subject to and subordinate to and shall not annul or modify existing or applicable provisions of State or Local law.

This agreement is the entire agreement of parties - it terminates all prior agreements and practices.

Union waives the right to bargain with respect to any subject or matter referred to or covered in agreement or to any subject matter not specifically covered in the agreement.

The Union and Municipality have had ample opportunity to bargain on sufficient matters pertaining to conditions of employment and this agreement.

ARTICLE IX - VALIDITY

Should any portion of this agreement for any reason be held to be invalid, such decision shall not affect the validity of the remaining portions of this agreement.

ARTICLE X - TERMINATION

The term of this agreement shall be for a period of two years commencing January 1, 1973 and terminating December 31, 1974.

Negotiations for the extension of the within agreement shall be commenced at least 45 days prior to the expiration of the within agreement.

x

x

x

x

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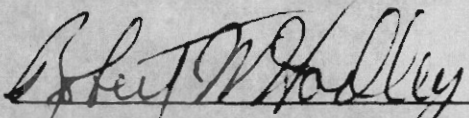
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IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 27th day of June Nineteen Hundred and Seventy-Three.

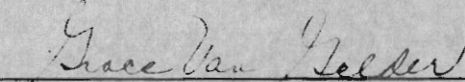
THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO

THE BOROUGH OF RINGWOOD

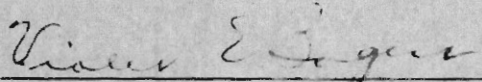
Union Representative-Louis Grasso



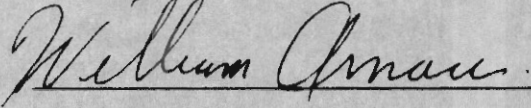
Robert W. Hadley Mayor



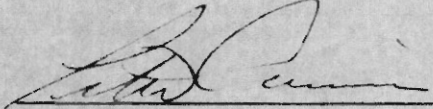
Grace Van Gelder



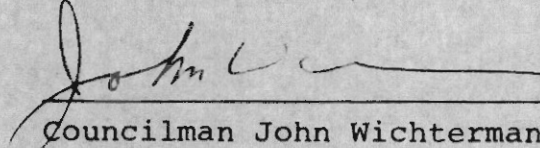
Violet E. Bogert, CMC
Borough Clerk



William Arnau



Councilman Peter Cannici



Councilman John Wichterman

LEGAL NOTICE

BOROUGH OF
RINGWOOD
PASSAIC COUNTY
NEW JERSEY

ORDINANCE NO. 1973-11

AN ORDINANCE FIXING THE SALARIES AND COMPENSATION OF THE OFFICERS AND EMPLOYEES OF THE BOROUGH OF RINGWOOD IN THE COUNTY OF PASSAIC.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE BOROUGH OF RINGWOOD, COUNTY OF PASSAIC AND STATE OF NEW JERSEY, AS FOLLOWS:

1. The salaries of the officers and the compensation while on duty of the employees of the Borough of Ringwood, County of Passaic, shall be as follows:

OFFICERS:

Mayor	\$1,000.00 per annum
Councilman	750.00 per annum
Borough Administrator	Range of \$15,000.00 to 18,000.00 per annum
Borough Clerk	Range of 11,821.00 to 14,821.00 per annum
Collector-Treasurer	
Tax Searcher	Range of 7,621.00 to 10,621.00 per annum
Tax Assessor	Range of 7,621.00 to 10,621.00 per annum
Judge of Municipal Court	3,000.00 per annum
Municipal Court Clerk	Range of 1,900.00 to 2,200.00 per annum
Welfare Director	Range of 2,050.00 to 2,350.00 per annum
Road Foreman M/W	Range of 10,621.00 to 13,621.00 per annum
Public Works Foreman	Range of 9,300.00 to 12,300.00 per annum
Building Inspector	Range of 8,000.00 to 11,000.00 per annum
Zoning Administrator	1,200.00 per annum
Assist. Zoning Administrator	300.00 per annum
Secretary Planning Board	1,200.00 per annum
Secretary Zoning Bd. of Adjustment (Senior Clerk Typist Part Time)	600.00 per annum
Secretary Zoning Bd. of Adjustment (Stenographer Part Time)	\$400.00 per annum
Secretary Industrial Commission	400.00 per annum
Licensed Water Operator (Part Time)	3,600.00 per annum
Borough Attorney	12,000.00 per annum

#7,640. - #19,640.

EMPLOYEES:

Deputy Collector-Treasurer	Range of \$3.89 to \$4.29 per hour
Assist. Road Foreman M/W	Range of 4.51 to 4.91 per hour
Clerk Typist	Range of 2.99 to 3.39 per hour
Cashier Typist	Range of 2.99 to 3.39 per hour
Principal Clerk	Range of 3.12 to 3.52 per hour
Clerk Stenographer	Range of 2.99 to 3.39 per hour
Senior Account Clerk Typist	Range of 2.99 to 3.39 per hour
Assessing Clerk	Range of 2.99 to 3.39 per hour
Bookkeeping Machine Operator	Range of 2.99 to 3.39 per hour
Sr. Bookkeeping Machine Oper.	Range of 2.99 to 3.39 per hour
Principal Bookkeeping Mach. Op.	Range of 3.12 to 3.52 per hour
Acting Borough Clerk	4.02 per hour
Police Records Clerk	Range of 3.12 to 3.52 per hour
Clerk Typist, Clerk Hire	Range of 2.70 to 3.10 per hour
Building Custodian Worker	Range of 3.21 to 3.61 per hour
Senior Mechanic	Range of 4.40 to 4.80 per hour
Mechanic	Range of 3.69 to 4.09 per hour
Equipment Operator	Range of 3.81 to 4.21 per hour
Truck Driver	Range of 3.76 to 4.16 per hour
Emergency Truck Driver	\$3.00 per hour
Laborer	Range of \$3.21 to 3.61 per hour
Laborer, Garbage Detail	3.71 per hour
Laborer, Temporary Summer	Range of 2.00 to 2.50 per hour
Sr. Water and Sewer Repairer	Range of 4.02 to 4.42 per hour
Police Radio Dispatcher	Range of 2.48 to 2.58 per hour
Special Police Officer	2.00 per hour
Police Marshall	1.75 per hour
School Traffic Guard	2.50 per hour

Where a range is herein fixed, the exact rate to be paid to the Officer or employee is to be determined on the basis of merit determined by the Borough Council or by a Borough Official assigned to evaluate the Borough Employees.

2. In addition to the compensation set forth above, all full time employees, employed at least thirty (30) days, shall be included in and covered by the "Basic Hospital and Medical, Surgical, Comprehensive Major Medical (eyeglasses)," Prudential Insurance Company Policy No. 14664. In addition to the compensation set forth above, each member of the Police Department shall be included in and covered by a life insurance policy with the Philadelphia Life Insurance Company, Policy No. G67055. Longevity benefits as defined in the addendum to the Union Contract for the years 1973 and 1974, shall be applicable to all Officers and employees except the Mayor, Members of the Council and Members of the Police Department. Longevity to be paid in a lump sum once a year with the first payroll in December as follows:

1 to 5 years	0
6th year	\$ 60.00 per year
11th year	120.00 per year
16th year	180.00 per year
21st year	240.00 per year
26th year	300.00 per year

3. POLICE SALARY SCHEDULE — Permanent Appointment.

	Probationary Period	1st Year	2nd Year	3rd Year	4th Year
Police Officer	\$9,116.	\$ 9,964.	\$10,388.	\$11,024.	\$11,766.
Lieutenant		12,985.			
Sergeant		12,402.			
Captain		15,462.			
Chief		14,098.			
Detective Bureau		500.			

Provided however, that in addition to the salary above set forth, beginning on the first day of January of the sixth year of service, each eligible police officer shall receive two (2%) per cent longevity payment and the same shall be payable for each succeeding two year period until a maximum of ten (10%) per cent of the scheduled salary has been attained, provided further that the said schedule of longevity payments shall remain in effect notwithstanding changes in grade of the eligible officer.

4. The said salaries of said officers shall be paid quarterly, monthly, bi-monthly or bi-weekly, by which period the council by resolution shall determine. The compensation of said clerks, special police officers, police marshalls, school traffic guards, building custodian workers, mechanics, equipment operators, truck drivers, laborers, laborers - temporary summer help, deputy collector-treasurer, road foreman, clerk-typist, assessing clerk, bookkeeping machine operators and police records clerk shall be paid when payroll certifications by the duly authorized officers and/or bills have been submitted for services rendered by them.

5. All salaries and compensation as set forth herein shall take effect as of the first day of January, 1973, except for any police officer appointed in the year 1973 in which case the effective date shall be the date of the permanent appointment.

6. This ordinance shall take effect when published as required by law, and all ordinances inconsistent herewith are hereby repealed.

This ordinance shall take effect upon publication after final passage according to law.

ORDINANCE NO. 1973-11

NOTICE

Notice is hereby given that the foregoing ordinance was introduced at a meeting of the Council of the Borough of Ringwood held on the 27th day of June, 1973 and passed its first reading, and that said ordinance will be considered for final passage at a meeting of the Council of said Borough to be held on Wednesday, July 25, 1973 at 8:00 p.m. at the Martin J. Ryerson School in said Borough at which time and place all persons interested will be given an opportunity to be heard concerning said ordinance.
By Order of the Borough Council

Dated:

VIOLET E. ROBERT, CMG
Borough Clerk

July 10, 1973
Ringwood Bulletin
July 12, 1973

1973 Ord.#11 AN ORDINANCE FIXING THE SALARIES AND COMPENSATION OF THE OFFICERS AND EMPLOYEES OF THE BOROUGH OF RINGWOOD IN THE COUNTY OF PASSAIC

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Collector-Treasurer			
Tax Searcher	Range of	7,621.00 to 10,621.00	per annum
Tax Assessor	Range of	7,621.00 to 10,621.00	per annum
Judge of Municipal Court			3,000.00 per annum
Municipal Court Clerk	Range of	1,900.00 to 2,200.00	per annum
Welfare Director	Range of	2,050.00 to 2,350.00	per annum
Road Foreman M/W	Range of	10,621.00 to 13,621.00	per annum
Public Works Foreman	Range of	9,300.00 to 12,300.00	per annum
Building Inspector	Range of	7,640.00 to 10,640.00 5,922.00 to 9,922.00	per annum
Zoning Administrator			1,200.00 per annum
Assist. Zoning Administrator			300.00 per annum
Secretary Planning Board			1,200.00 per annum
Secretary Zoning Bd. of Adjustment (Senior Clerk Typist Part Time)			600.00 per annum

OFFICERS:

Secretary Zoning Bd. of Adjustment (Stenographer Part Time)	400.00 per annum
Secretary Industrial Commission	400.00 per annum
Licensed Water Operator (Part Time)	3,600.00 per annum
Borough Attorney	12,000.00 per annum

EMPLOYEES:

Deputy Collector-Treasurer	Range of \$3.89 to \$4.29 per hour
Assist. Road Foreman M/W	Range of 4.51 to 4.91 per hour
Clerk Typist	Range of 2.99 to 3.39 per hour
Cashier Typist	Range of 2.99 to 3.39 per hour
Principal Clerk	Range of 3.12 to 3.52 per hour
Clerk Stenographer	Range of 2.99 to 3.39 per hour
Senior Account Clerk Typist	Range of 2.99 to 3.39 per hour
Assessing Clerk	Range of 2.99 to 3.39 per hour
Bookkeeping Machine Operator	Range of 2.99 to 3.39 per hour
Sr. Bookkeeping Machine Oper.	Range of 2.99 to 3.39 per hour
Principal Bookkeeping Mach.Op.	Range of 3.12 to 3.52 per hour
<i>ad. as Clerk # 4,02/hr</i> Police Records Clerk	Acting Borough Clerk -- \$4.02 per hour Range of 3.12 to 3.52 per hour
Clerk Typist, Clerk Hire	Range of 2.70 to 3.10 per hour
Building Custodian Worker	Range of 3.21 to 3.61 per hour
Senior Mechanic	Range of 4.40 to 4.80 per hour
Mechanic	Range of 3.69 to 4.09 per hour
Equipment Operator	Range of 3.81 to 4.21 per hour
Truck Driver	Range of 3.76 to 4.16 per hour

EMPLOYEES:

Emergency Truck Driver		\$3.00 per hour
Laborer	Range of \$3.21 to	3.61 per hour
Laborer, Garbage Detail		3.71 per hour
Laborer, Temporary Summer	Range of 2.00 to	2.50 per hour
Sr. Water and Sewer Repairer	Range of 4.02 to	4.42 per hour
Police Radio Dispatcher	Range of 2.43 to	2.58 per hour
Special Police Officer		2.00 per hour
Police Marshall		1.75 per hour
School Traffic Guard		2.50 per hour

Where a range is herein fixed, the exact rate to be paid to the Officer or employee is to be determined on the basis of merit determined by the Borough Council or by a Borough Official assigned to evaluate the Borough Employees.

2. In addition to the compensation set forth above, all full time employees, employed at least thirty (30) days, shall be included in and covered by the "Basic Hospital and Medical, Surgical, Comprehensive Major Medical (eyeglasses)," Prudential Insurance Company Policy No.14664. In addition to the compensation set forth above, each member of the Police Department shall be included in and covered by a life insurance policy with the Philadelphia Life Insurance Company, Policy No.G67055. Longevity benefits as defined in the addendum to the Union Contract for the years 1973 and 1974, shall be applicable to all Officers and employees except the Mayor, Members of the Council and Members of the Police Department. Longevity to be paid in a lump sum once a year with the first payroll in December as follows:

1 to 5 years	-0-
6th year	\$ 60.00 per year
11th year	120.00 per year
16th year	180.00 per year
21st year	240.00 per year
26th year	300.00 per year

3. POLICE SALARY SCHEDULE - Permanent Appointment

	<u>Probationary Period</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
Police Officer	9,116.	9,964.	10,388.	11,024.	11,766.
Lieutenant		12,985.			
Sergeant		12,402.			
Captain		13,462.			
Chief		14,098.			
Detective Bureau		500.			

Provided however, that in addition to the salary above set forth, beginning on the first day of January of the sixth year of service, each eligible police officer shall receive two (2%) per cent longevity payment and the same shall be payable for each succeeding two year period until a maximum of ten (10%) per cent of the scheduled salary has been attained, provided further that the said schedule of longevity payments shall remain in effect notwithstanding changes in grade of the eligible officer.

4. The said salaries of said officers shall be paid quarterly, monthly, bi-monthly or bi-weekly, by which period the council by resolution shall determine. The compensation of said clerks, special police officers, police marshalls, school traffic

guards, building custodian workers, mechanics, equipment operators, truck drivers, laborers, laborers - temporary summer help, deputy collector-treasurer, road foremen, clerk-typist, assessing clerk, bookkeeping machine operators and police records clerk shall be paid when payroll certifications by the duly authorized officers and/or bills have been submitted for services rendered by them.

5. All salaries and compensation as set forth herein shall take effect as of the first day of January, 1973, except for any police officer appointed in the year 1973 in which case the effective date shall be the date of the permanent appointment.

6. This ordinance shall take effect when published as required by law, and all ordinances inconsistent herewith are hereby repealed.

This ordinance shall take effect upon publication after final passage according to law.

Introduced: June 27, 1973

President, Borough Council

Attest:
Borough Clerk

I do hereby approve of the within ordinance this day of
, 1973.

Mayor